

# WORK STRESS ON THE BAHRAINI JOURNALIST

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## Abstract

This analytical descriptive study aimed at recognizing the vocational stress that affects journalists of the Bahraini daily press, and the impacts of these stress on the journalists performing their press work effectively. The study was conducted on a sample of (230) journalists working at (AL Ayam, Al Watan, Al Wasat and Al Bilad). The study showed a low level of stress journalists faced in the Bahraini daily press. Al Watan journalists are considered the most vulnerable to pressure, compared with journalists of other press. Working conditions may be a factor in such a relatively high degree of stress in this paper as there are significant statistical differences at (0.05). Significant statistical differences also occur between all journals at (0.05), in six of the nine areas of the degree of exposure to the vocational stress in the field of press. Regarding the vocational experience variable, the only difference between journalists appeared in Al-Ayam press, which is a significant statistical difference at (0.05), while there are no statistical differences among journalists in other press as a result of vocational experience variable. The study also showed that there were no significant statistical differences between the journalists due to the variables of nationality and marital status, with the exception of Al Wasat newspaper journalists as results indicated the presence of significant differences between them. Results also indicated an increase in the proportion of fatigue among journalists of Al-Watan press (29.4). This is also true with respect to the feeling of job insecurity at the same press. The researcher recommended that an appropriate environment for the human element (the journalist) should be made available while performing responsibilities assigned to him (in the press). In this context, work stress stands as a hindrance for the journalist productivity. This requires press institutions to work hard in order to reduce it to the lowest possible degree.

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**Keywords:** Bahraini journalist, work stress, Bahraini daily press, journalistic work environment.

## **Introduction**

It goes without saying that journalism is a profession of stress and disturbance due to factors including dates of printing, broadcasting and numerous dealings with events at the field level, besides technological arrangements that do not accept wrong negotiation. All these factors and other conditions make it imperative for the media cadres to shoulder their professional responsibilities in a state of tension and anxiety, which produces psychological pressure and suffering that accumulate across many media decisions that journalists should deal with. Perhaps one of the reasons for the existing stress that may be the source of suffering is the mismatch between the size of liability and the amount of powers required by the media decisions. The inconsistencies in the instructions issued to media personnel may be the cause of further cases of pressing situations that journalists faced. Like other communities, the Bahraini society is witnessing a steady increase in the number and size of media organizations, which provide information services. In achieving their objectives, these institutions are mainly dependent on their qualified human element who is supposed to shoulder his responsibility efficiently. It could be argued that commitment to this supposition by journalists in the media professions is considered the cornerstone of their professional relationship with the beneficiaries and the recipients of their services. In spite of the existence of a sincere desire on the part of these journalists and their institutions to provide information services and to uplift the Bahraini media performance level; there are obstacles in the work environment which prevent journalists from carrying out their duties, such obstacles are work stresses. These obstacles generally refer to the variables surrounding journalists which have a negative impact on them. The danger of continued stress lies in the negative effects of the psychological burnout, which is reflected in pessimism, apathy, lack of motivation, loss of ability to innovate, and to do duties automatically without emotional integration, which is one of the basic pillars in press. Within this framework, the current study was conducted on the journalists of the Bahraini daily press

## **1. Related Studies**

The study of Weaver and Oelhoat identified causes that led to complacency and lack of job satisfaction in the field of journalism and media, (Ivan, 2009, p 41). The study also pointed out that the level of satisfaction came as a result of some factors of which are: a feeling of autonomy at work by (25%), and career challenging by 20%; encouraging salaries by (14%), and management and career fellowship by (13%); community service by (13%); working conditions and job security by (5%). The sources of dissatisfaction are represented in the administrative nature of

the media organizations policies by (50%); poor salaries by (50%); lack of promotion and encouragement by (20%).

Mohammed Abu Hashish studied work environment in the Palestinian press by using a questionnaire, an interview and an observation instrument to gather data. He applied these instruments on 70 journalists belonging to nine daily and weekly Palestinian papers, (Abu Hashish, 2004, p 59.) The researcher divided working environments into three: **a.** The external environment of political, economic and social conditions surrounding the Palestinian press, **b.** The internal environment of press institutions in terms of their administrative, financial, ideological and political policy of editorial potentials available; and ways of development; **c.** The communicator special conditions regarding his traits, culture, ideology and professionalism. This study concluded that the professional practice of the communicator in the Palestinian press is significantly affected by the external environmental conditions, as the communicator falls under threat and temptation of senior officials, security men and the Palestinian political money, as well as the repression of Israeli occupation. The communicator personal-environment continues to be affected by the absence of security and protection, and misunderstanding of special organizations at the Press Syndicate, and professional pressure from their superiors in the press.

Chauvel studied media frameworks as a building of the social reality, and the factors affecting these frameworks. He designed a model for the process of framing which includes inputs, processes and outputs of media practice; (Chauvel, 2004, P. 88). The researcher adopted the qualitative methodology in providing critical vision for the study frame. He concluded that factors which affect media workers performance are: social standards and values , official organizations, the pressure of interest groups, organizations and media practices, and the ideological or political trends of the communicator. The study showed that these factors affect the media practice input within the work of journalism environment in terms of building frames, prioritization, the impact of the framing process on the individual, and the feedback from the public to the media, in addition, these factors reflect the outputs of practice by influencing public knowledge, attitudes and behavior. The study also showed that journalists like the public are vulnerable to normal frameworks laid down by interest groups, elites and sources of information.

Ali Bin Shuweil AL Qarni conducted a study by on the phenomenon of burnout and stress in professional media organizations in Saudi Arabia. (Al-Qarni, 2002, 73).The study showed that the level of burnout among media men in Saudi Arabia institutions is ranging between medium and low according to a scale of three-dimensions: emotional stress, apathy and personal achievement. The study showed the average scale scores for all

sample members of each dimension. Comparing the results of this study with the overall average for all occupations used by Maslak, we note that the overall average for the sample of this study is the average of burnout for the three dimensions: emotional stress, apathy, and personal achievement. The study measured the impact of a number of institutional and individual variables on the level of performance according to Maslak's scale of psychological burnout. The study indicated that burnout degree by media type has almost similar levels among different media types: radio, television, news agency and press in the three dimensions. Despite this similarity, burnout degree of the radio sample is higher than the rest of media on the three-dimensional scale, having in mind that the greater the degree of emotional Stress and apathy, the higher is the degree of burnout and vice versa regarding the third dimension of personal achievement, where the lower the degree is, the higher is burnout.

A study conducted by Johnston, Slawski & Bowman showed that there is a negative impact for the big size of the information organization on the job satisfaction level, (John, 1998, p.103). This is due to the fact that a journalist in a major newspaper lacks autonomy because the tasks and responsibilities are more specialized and complex and need to be carried out by a large number. In this way, editorial control becomes more centralized and governed by a few people in the supreme editorial administration.

## **2. Commentary on the Related Studies**

Making use of field studies methodology adopted by most studies, and benefiting from methods and instruments used to measure the variables, in addition to the optimal use of statistical methods to get results, which enriched this study and deepened its implications in the context of the various relationships between the study variables. Those studies also benefited in the development of the questionnaire and in comparing the results of the study with that of other studies.

### **2.1 Problem of the Study:**

As a result of a growing interest in the human element inputs in the areas of work on the one hand, and the scarcity of research and studies on this subject, on the other hand, particularly in the Arab countries; the researcher felt the need for studying the phenomenon of work stress workers faced in the Bahraini daily press. Work stress is identified as:

the daily work conditions in the Bahraini press which resulted in creating pressure on the press communicator which included "work requirements (job burden), contradiction in roles, job satisfaction, lack of social support, the extent of participation in business decisions, work physical environment, economic and financial return of work, the

physiological and psychological phenomena that can appear as a result of various work stress.

The problem of this study is crystalized in studying the stress faced by "journalists" working for the Bahraini daily press, and the impact of these stress on the communicator's effective performance of his work.

## **2.2. Importance of the Study**

This study derives its importance by shedding light on the sources of work stress the communicator in the Bahraini press face, because these stresses have impacts on the performance level of the human element in this vital profession in the community. By directing the attention of owners and superiors to deal with the phenomenon of pressure in case of existence make owners face it to increase the efficiency of the services rendered by Journalists.

## **2.3 Objectives of the Study:** The study aimed to:

A. Identify the degree of pressure faced by media professionals in the daily press with its various variables.

B. Identify the variables that can affect the degree of stress faced by journalists in the daily press.

C. Recognize the physiological and psychological effects related to media work stress.

## **2.4 Questions of the Study:**

In the light of the study objectives, the researcher adopted the following questions:

A. To what extent is the journalist exposed to stress emerging from media work conditions?

B. Are there differences in the degree of stress faced by the journalist due to the differences between institutions he/she works for?

C. What is the degree of stress faced by the journalist in the daily press?

D. To what extent is the journalist in the four newspapers exposed to stress taking into account the study sample variables of professional experience, nationality, marital status and gender?

F. What are the physiological and psychological symptoms associated with the most frequent stress the journalist in the daily press face?

## **3. The Study Theory: The Communicator**

The communicator and the gatekeeper refer to the organizers and officials at the media, who control the content of the message published. The media message passes through several stages as it moves from the source to

the recipient before it is decided whether the message should be conveyed to the recipient or not, or if it will be subject to some changes and amendments. The media officials publish what they want and ban what they do not like.

This theory is based on the concept that journalists in the media are (guards) who control media messages which should reach the people. They decide what the recipients should watch or read, in addition, they deprive people from things which benefit them. This role is serious as people's mentalities are formed based on what they receive. If the media official stressed that what is happening in Palestine is simply terrorism against the civilized and democratic state; and at the same time hides the Jews' actions, their crimes and their history in the region, he would be a janitor who prevents important facts and allows the delivery of a particular purpose messages, leading to get people to erroneous ideas about reality and the region (Abu Isba', 2006, p 69).

The role of the media guard may be based on limited information policy pursued by his/her institution or state, or may be the result of the guard's culture and upbringing. This critical role of the guard lies in what he conceals of valuable news from the public and in what he presents to them based on the above mentioned considerations without giving attention to the individuals' needs. (Makkawi, 2003, p 197)

### **3.1 The Concept of the Communicator:**

Communication means the flow of information through multi-media systems according to intermingled systems starting with intentional or coincidence, collection of information, interpretation and manufacturing it in accordance with the intellectual scale to both ends of the message. Such information forms parts of the cognitive map. This communicative process starts with the communicator as an individual, group, media organizations, or all of the categories mentioned or unmentioned. It is usual that media institutions have private philosophy and objectives they seek to achieve by communicating it to the public. These institutions move in line with the economic and intellectual context to organize their messages on the one hand, and consistent with the objectives of the other without conflicting with the society policies. (Abu Isba', 2008, p 69). This communication process passes through a series of stages. Many scholars and researchers have presented several models that illustrate the course of that process. (Ziani, Al Qudah 2014, P. 27).

The study of (Kurt Lewin) is the first that focused on the identification of the (communicator) in 1938. It gave importance to the communicators. He sought to study small groups, and their relationship with decision-making, individual and collective behavior whether in the community or in the media organization or in public. The study also focused

on social, ethical and professional aspects, processes of innovation and other aspects related to the communicator. (Abdulrahman, 2006, p 208); noting that this study deals with stress the communicator of the daily press faces.

**Generally speaking, the communicator is the one who:**

- Starts the dialogue by formulating his ideas in symbols to express the message he meant. These symbols produce a message to a certain public by using means which suits the audience targeted. If the communicator succeeded in selecting the appropriate symbols to express his thoughts accurately and clearly- taking a suitable vehicle for the delivery of those messages- he would put his foot on the right track (Makkawi, 2003, p. 198).

- Starts a communication process of open direction to the other party, (the recipient), to achieve the objectives set out by his message, which he seeks to deliver through a certain way towards the public, and wants to reach the same concept and achieve the desired goal through shared experience between the communicator and targeted audience which is scientifically known as semantic framework. (Tae, 2009, p. 25)

It could be argued that the communicator is a person who contributes to the progress of the society through constructive criticism. He defends the public interest in a professional framework, in accordance with a creative intellectual and artistic vision which puts the general interest of the community before any other considerations.

**1. Standards Affecting the Communicator:** Many specialists agree on the existence of professional standards which greatly affect the communicator while on duty. These standards are divided into:

**A. Community Standards:** The social system has a strong influence on communicators. The researcher "Warren Braid" believes that in some cases, the communicator may not offer complete coverage of the events that fall around him, as a result of his sense of social responsibility, in addition to maintaining some individual or community virtues (Makkawi, 1998, p 198).

Several studies, including a study carried out by "Warren Braid" entitled: the impact of social forces on the communicator as one of the most important elements that contributes to the selection process. The researcher used method of functional analysis to show how selection, deletion or marginalization process or for a range of topics and issues which may be thought to threaten the cultural and social system. social and cultural analysis of the media as a variable was done in addition to cases in which the media are having trouble publishing the content of what may affect the direction of the community. several conclusions resulted from the study, including: that the communicator does not hesitate to hide any subject that may cause an internal crack in one of the community constituent, as the

media help to achieve cultural and social agreement by broadcasting their messages. Thus, deleting, burying or changing materials that can cause harm to the society entity is required by the public interest. Some studies concluded that most of the deleted issues are of political and economic nature, especially in times of crisis, (Rashti, 1978, p 15).

The audience affects the communicator as the communicator influences the audience. This influence has a circular shape where we find it difficult to determine the beginning and the end of the mutual influence between them. The message provided raises the audience reactions; hence the public always plays a positive role in the communication process. "Raymond Bauer confirmed that the communicator is believed to have a significant impact on the method of content selection and organization. The media should satisfy its audiences. To achieve this, the audience must be known through research and scientific studies"(Hough, 1991, p 87)

**B-The Communicator's Personal Qualities:** The communicator's personal traits affect his work, as well as the informational materials he presents. These factors are represented in "gender, age, income, social class, education, intellectual and ideological affiliations, and sense of self- esteem." Affiliation is also considered a specific and important component of personal determinants because it affects the way of thinking and interaction with the world around the communicator. The educational, social, political and economic groups serve as reference groups and the communicator shares these members the psychological and motivational tendencies and trends. Their values appear in his decision-making process and in his behavior. (Wood, 2003, P. 153)

Experts were concerned with the communicator's stored semantic framework and experiences which affect his ideas and beliefs and define what should and what should not be. These experiences caused a divergent impact that affects and is affected in self -agenda and has become one of the most important standards that defines the objectives; in addition, there is the "how "factor, by which the communicator sees himself within the same media organization as whether he is a translator, an interpreter, or a teacher to the public, (Jacques, 2001, p 89).

**C. professional pressure:** sometimes the communicator is exposed to a range of vocational stress that affects his work and forces him to reconcile with the policy pursued by the media organization to which he belongs. Parts of these stresses are as follows:

- I. **Media Organization Policy:** The work policy pursued by the media organization represents pressure on the communicator, and requires him to pursue a particular professional thought which may not agree with his vision of the subject. These stresses can be divided into: external and internal factors. The internal factors refer to the



communicator's social order, and the extent of certain interests of the foundation, as well as the property system, methods of control, management systems and the Stress of production. All these factors play an important role in the content form submitted to the public, ending with the communicator who becomes part of the institution entity. Thus the communicator finds that he does not express his thoughts, instead he expresses the media institution ideas. He may sometimes try to impose his views - if he becomes well-grounded in his career, but he may not be able to pass what he wants, so he resorts to turn around the bush, use symbolism and metaphoric language... etc. ( McQuail, Windahl, 1993)

- II. Information Source:** Several studies referred to the media power as totally confining journalists. Studies also show that it is extremely tedious for the journalist to become independent from news sources. The media organization focuses on directing such journalists' attention to some specific news.
- III. Job Relations and Stress:** Researchers agree that job relations put its mark on the communicator; these relations delineate the communicator's social interaction through his relationship with his colleagues, and from these relationships a preliminary group for the communicator is drawn. Members of this group unite and deal with the outside world through their common sense. Thus, a journalist relies heavily on this group and its moral support. (Wisinglere, 1999)

### 3.2 Methodology of the Study:

This is one of the descriptive studies which is based on accurate observation and follow-up a phenomenon or an event in a quantitative or qualitative way in a period of time through the study of journalistic work environment and the identification of Stress during practice, and then analysis, interpretation to access accurate facts (Alian and Ghoneim ,2000, p. 43). This study also belongs to the survey method, which is one of the most important approaches to study the communicator through a descriptive and analytical framework, and through information, data collection and interpretation to denote what is actually happening, in order to reach conclusions and generalizations. (Wimmer, Dominick, 2014, pp 174)

### 3.3 Instruments and Data Collecting Method:

The researcher adopted the questionnaire as a key instrument for collecting data from respondents who are journalists working at the Bahraini daily press. This instrument provides a good deal of scientific objectivity away from bias; and it consisted of three parts: the first was devoted to

demographic variables, while the second part focused on work requirements; and the third included aspects of the economic and financial return the press work, in addition to items about the physiological and psychological aspects that affect the journalist while he was at work. These paragraphs and questions were phrased to achieve the objectives of this study.

#### **4. Steps of Preparing the Questionnaire and Testing Validity and Reliability**

To guarantee the instrument validity, the questionnaire was presented to a jury of press, media and sociology professors: (Dr. Mohammed Qudah, Kuwait University. Dr. Mokhtar El- Arish, University of Leicester, UK, and Dr. Adel Al Fiqhi, University of Zaytuna, Liby) who have expressed a number of views and observations. The researcher adopted these observations and the questionnaire became valid for field application on journalists. To ensure the questionnaire reliability, it was distributed on a sample of 23 journalists who constituted 10% of the total sample. It was distributed for the first time and after two weeks it was distributed again. The answers in both cases are identical which enhances the reliability of the questionnaire. The researcher relied on the internal consistency between the elements and items of the questionnaire, which showed a high degree of reliability as the value of Cronbach alpha coefficient was (0.89.)

##### **4.1 Population of the Study:**

It is the population from which the researcher can choose the study sample. It is the population on which the researcher wants to generalize results (Mayer, 2000, p.352). The population of this study is the journalists working for the Bahraini daily press.

##### **4.2 Sample of the study:**

There are factors which determine the sample size, the nature of the population studied, method of study, the subject of the study, the extent of the results required precision (Bardin, 2007, p.267). The sample consisted of 230 journalists working for the Bahraini daily press of (Al-Ayam, Al-Watan, Al Wasat, and Al Bilad). The comprehensive survey method was selected.

##### **4.3 Statistical Treatment:**

This study used the SPSS statistical program to download and process data statistically and to extract results through statistical treatments which included Statistics, percentages, simple frequencies, and the mean and standard deviation for the nine domains covered by the questionnaire, for the purpose of comparing between professions in the degree of pressure in general, the psychological and physical symptoms. Cronbach ( $\alpha$ ) alpha is

also used to measure the internal consistency;  $\chi^2$  Test (or **chi-square test**) was used to find the relationship between the demographic characteristics of the respondents and work Stress. One-way analysis of variance (ANOVA) was also used to find the differences between the four newspapers, domains and experience variables. T-test was also employed to compare the averages of the even variables at a newspaper.

## 5. The Study Results

In the light of the questions adopted by the study, and after the using the appropriate statistical treatments, the following results were reached ordered according to the questions order.

**5.1** The journalists in the four daily journals' vulnerability to stress arising from work conditions in general.

**Table (2):** shows that means which refer to the degree of stress is not high in the four daily newspapers, and the means which refer to the degree of pressure in the four professions is not high, either. Means also show that the Al-Watan press is among the most vulnerable to stress, followed by Al Bilad daily press, and then finally came Al Wasat.

**5.2:** It is clear that there are differences in the degree of stress journalists face in each of the four daily newspapers.

**5.3** Results of the one-way analysis of variance in table (3) indicate that statistically significant differences are confined between Al-Watan press, and Al Wasat, despite differences in means between the four professions as shown in the former table No. (2)

**5.4 :** Table (4) indicates that significant differences appear between Al Watan and Al Wasat press, taking into account the respondents answers of the questionnaire in general, but when classifying the questionnaire to nine domains ; significant statistical differences appeared between almost all occupations in six domains; these differences between press are as follows: conflict of roles, the extent of clarity of roles, career routine, lack of support ,lack of social cohesion, participation in decisions, the financial return .

**5.5:** The degree of journalists' exposure to stress in the four daily newspapers if taking into account vocational experience, nationality, marital status and gender variables. The tables (5&6) show the differences in the degree of stress in the four newspapers, taking into account the vocational experience, nationality, marital status and gender variables.

Table (5) shows the results of analysis set forth in the preceding table show significant statistical differences in the degree of exposure to stress in the light of the years of experience only in Al Ayam press. This difference is limited to the category of 5-9 years of experience and with that of more than 10 years of experience. There are also relatively high means of the

experienced group of 5-9 years in all the press. Table (6) shows no significant statistical differences between the journalists regarding their nationality except in Al Wasat press where we find higher degrees of stress between Bahrainis compared with non-Bahrainis.

Table (6) did not show significant statistical differences in marital status and gender variables, except in the gender variable at Al Wasat press where the female category faces more stress. However, the male category generally tends to be more vulnerable to stress than females.

**5.6:** Physiological and psychological symptoms associated with the most frequent stress on journalists in the four newspapers. In the light of the respondents' answers, the researcher excluded answers under the categories of (sometimes, rarely and never) as significant responses, although the majority of responses for variables mentioned in the category of (sometimes); for example, 140 of the sample (20.2%) said they sometimes suffer from (job insecurity); and 102 of the sample (22.4%) said that they sometimes feel exhausted; therefore, the researcher decided to rely on the two categories (often and always), and within this framework, the researcher supposed that the percentage of more than 20% is a significant variable in respect with the special variables of psychological and physiological symptoms.

The following table shows the percentage taking into account the frequency of symptoms and the most representative press.

Table (7) shows number and percentage of symptoms frequency and the newspapers that most represent them.

It is clear from the table above that the variables of (fatigue and feeling of job insecurity) can be self-regarded as a sign among the ten variables (depending on the variable mentioned.). The table also indicates that journalists in Al-Watan press are the most vulnerable to the two variables shared by journalists in the Al-Ayam press regarding the variable of job insecurity.

## **6. Discussion of Results:**

The study aimed to identify the extent of stress that journalists can be exposed to in Al Ayam, Al Watan, Al Wasat, and Al Bilad press in Bahrain, in the light of vocational experience variables, nationality, gender, and marital status. In addition, the study aimed to identify the journalists' extent of suffering in these press from some mental and physical symptoms associated with stress resulting from press working conditions.

Results of the study indicated that there is not a high degree of stress among journalists in the four daily newspapers in general, as it appears from Table 2, which shows the means and standard deviations for the degree of pressure in all press.

The table indicates that journalists of Al-Watan daily press are the most vulnerable to pressure compared to the other three newspapers (3.097), while this mean is not considered highly significant if we take into account the seven alternatives from which respondents chose their answers, and the lower and high limits of pressure as defined by the study. This result is unexpected as the researchers beliefs are based on the following two considerations:

1. Studies and researches indicate that there is pressure in these press, as journalists consider (media in general and press in particular) susceptible to numerous effects related to the nature and conditions of employment that may lead to the creation of stress, suffering and stress, which may eventually lead to the so-called attrition or burnout. This issue seems logical if we take into account the nature of such jobs, which require a special commitment. In many cases, this commitment lacks reinforcement. As a result, a worker may feel dissatisfied with his performance outcomes. A journalist may have a feeling that he is unable to control his work outcomes, or he is unable to achieve the desired results. This is clear to some extent in Al Ayam press.

2. The results of the study are unexpected taking into account the views and trends of many journalists of these press during the meetings and open dialogues with them. (Al Watan and Al Ayam). These views expressed job dissatisfaction as a result of fatigue, and the presence of many other factors that affect their performance at work, as for example in the feeling of job insecurity. However, these unexpected results, and contrary to previous studies can be attributed to some of the assumptions by which results of this study can be interpreted. These assumptions are:

- I.** Sending the study questionnaire by officials to the respondents could be of impact in terms of the nature of the response, as the respondents' answers did not honestly express their real feelings towards work. The respondents were reserved in their answers because of the (semi-official) formula which characterized the study. It is important to mention here that the researcher had no alternative to such a procedure.

- II.** The unexpected results can be interpreted based on what is commonly observed that individuals are inclined to choose moderate responses with an internal feeling that their choice is untrue. This choice may form a sort of mechanism which provides a bit of a psychological comfort to some individuals who avoid extreme responses. If this assumption is true, it could be argued that the results of this study are a reflection of this assumption.

- III.** The unexpected results may be natural and reflect the sincerity of the four press journalists, in the sense that these press journalists are not exposed to serious stress. It is true that they are showing dissatisfaction in several occasions, but they may not mean that they are exposed to pressure,

or at least they are not exposed to pressure in the same manner or degree the western journalists may encounter, as many studies suggest. The work policy and laws are different from those of the Western societies.

There is the working hour's variable, or more specifically, the hours of production, accountability and control to bear work responsibilities: such variables, even though they have positive effects on productivity and quality, may create an environment which helps in the emergence of tension and pressure unless faced by procedures which reduce the likelihood of emergence of stress. The absence of such variables within the work environment in the Arab societies may reduce the chances of exposure to pressure.

**IV.** It can be assumed that the lack of feeling stress in this study is due to the fact that work is not a major focus in the life of the individual in our societies, in the sense that practicing journalism may not play a primary role in achieving the aspirations and self-assertion of the individual. Other minor activities may be considered more important in a person's life, which does not pay adequate attention to this press, therefore it is not necessary to complain or to sense pressure in a domain which is not important or vital for the individual. We may allow ourselves to be a little extremist, and remember that the secondary role of work in a person's life in these communities is one of the factors behind lack of creativity.

In spite of the low level of pressure in general - as we have said - it can be seen from Table 2 that journalists of Al-Watan press are the most vulnerable to pressure, compared to journalists of other press. Working conditions referred to above (job insecurity) may be a factor in such a relatively high degree of pressure in this paper, so there is a significant statistical difference at  $\alpha$  0.05 (Table 3) among press in the degree of exposure to pressure. This difference was confined to Al-Watan and Al Wasat press in the sense that journalists of Al Ayam press are the most vulnerable to pressure. It seems natural when you compare working conditions at Al-Watan press with that of a journalist or a representative at Al Wasat press.

After analyzing the study results with respect to pressure in the light of the nine domains that make up the study instrument, significant differences between all press have been found (at  $\alpha$  0.05), in six domains out of nine. This means that while there is no difference in the degree of exposure to stress except between Al-Watan and Al Wasat, but when comparing these newspapers regarding the degree of exposure to the pressure in the light of the nine domains, significant differences emerge between all newspapers in six domains which are:

1. Contradiction of roles.
2. Clarity of roles.
3. One-way analysis of variance job routine
4. Lack of support and social cohesion at work.
5. Participation in decision- making
6. Financial return.

Table number (4) indicates that means of pressure in most of the six domains seemed high compared with the other three domains, and the means of pressure at each press. Means of domains are almost up to a medium degree of exposure to the pressure. Lack of participation in decision-making, for example, had a relatively high degree in Al-Ayam press (3.40), Al Bilad (3.29) and Al Watan (3, 11), but it was low in Al Wasat press. The same applies with respect to the financial revenue as relatively high means indicate some kind of dissatisfaction, however, it is worth noting, that though means were high in all newspapers, yet, they were higher at Al Wasat and Al Bilad newspaper (4.09- 4.08 respectively). The analysis pointed out that there are significant differences at (0.05) between Al Bilad and Al Watan daily in this domain. The difference in means between Al Wasat and Al Bilad daily may be due to the journalists' lack of reinforcement and incentives to improve their performance at work.

In addition to the previous two domains, differences also appear in the conflict of roles domain although the means were low. These differences were confined between Al Watan and Al Wasat daily (1. 69 – 2.61, respectively). This is true for the domains of (job routines) and (lack of support and social cohesion); as we find that significant differences are confined between Al Watan and Al Wasat press with regard to the former domains. This finding was consistent with the overall results in the degree of exposure to pressure between the two journals referred to, where the mean of pressure at Al-Watan is more than that at Al Wasat press. The analysis also showed significant statistical differences between Al Wasat and other newspapers of Al-Ayam, Al Watan and Al Bilad in the (the clarity of roles) domain, where the mean of pressure degree in Al Wasat daily was the least.

It can be said that the effects of (the six mentioned domains) seem to be clearer in the journalists feeling of pressure in the four newspapers. These domains are at the same time, the most prominent in the four journals with regard to pressure. This phenomenon needs further research.

Part of the study goals was the attempt to identify the differences in the extent of pressure that can appear in the press, when taking into account the vocational experience, gender, nationality, marital status. In other words, the study tried to indicate whether the individual experience spent at a press, as well as his/her nationality, gender, and marital status can have an impact on the extent of exposure to stress of work in the four newspapers.

Table (5) indicated that with regard to vocational experience variable, the only difference between journalists appeared in the Al-Ayam press,

which is a significant difference at (0.05). This difference has been confined between the experience category of 5 to 9 years and those who are exceeding ten years (i.e. Category 2-3), while no differences appear among journalists in other press due to vocational experience variable. Analysis of journalists' responses did not show any differences between them attributed to nationality, gender and marital status variables, (Table 6); with the exception of Al Wasat journalists where results indicated that there were significant differences among them.

There are also differences between males and females in the extent of exposure to pressure at the same press. We are not away from truth if we tried to attribute the difference in the extent of exposure to stress between Bahrainis and non-Bahrainis to the fact that Bahrainis are entitled to get better privileges than non-Bahrainis. The reason may be due to the satisfaction of non-Bahrainis of their lots, while this satisfaction may not be available for Bahrainis. It is noticeable that Bahraini journalists have higher degrees of pressure compared with non-Bahrainis at all press, although the differences were not statistically significant. This finding is partially in favor of the former interpretation. The relative number of Bahrainis in some press (Al Watan – Al Ayam) may also have an impact on the results.

As for variation in the degree of exposure to the pressure in the light of gender (Table 6), it is possible to consider the extent of female exposure to higher level of pressure- compared to males in all journals- as a natural result of the many obligations and responsibilities of females, in addition to work responsibilities. At any rate, it is important to recall that significant degrees of pressure are averages- as we mentioned earlier-, and the difference in the light of the variables are differences within the scope of these differences.

The results also indicate that the married category is more vulnerable to stress than the unmarried, especially at Al Watan and Al Bilad newspapers. It seems logical if we base interpretation on the married person responsibilities within his/her family, in addition to work responsibilities. This could lead to a feeling of relatively higher stress.

Presuming that the above-mentioned views and interpretations were valid, we must realize that the nature of the sample, in terms of the number of individuals within each variable, did not help in further statistical analyzes, which could have shed more light on the subject.

- The appropriate method to show the effect of variables (vocational experience, gender, nationality and marital status) is to do the multiple analysis of variance to find the degree of these factors interaction with each other, and their effect on the dependent variables (the degree of exposure to pressure); but the sample nature - as mentioned above – which is represented by small number of individuals in each cell who represent a particular



variable, imposed restrictions on conducting such statistical analyzes. It was not possible to control the sample due to the nature of press; take Al Bilad, for example, it includes mainly Bahraini females, so you do not find non-Bahrainis. The problem is repeated at Al-Watan where we find a high proportion of non-Bahrainis. It is also true in Al-Ayam newspaper. The situation does not differ with respect to journalists at Al Wasat newspaper

As for the second part of the study, it was intended to identify the extent of psychological and physiological symptoms - if available - that can be created by work stress. The aim of this part is to strengthen the effects of work stress, if available. The general results, however, did not point to the existence of such pressure. It can be logically concluded that there are no psychological and physical symptoms, or at least it may be difficult to attribute these symptoms - if available - to the working conditions, yet, the exclusion of these symptoms is illogical. However, it may be appropriate to point out to the results of this part which are summarized in Table (7). Results indicate an increase in the percentage of frequencies of fatigue among journalists in Al Watan press (29.4). The same is true in respect to job insecurity at the same press and Al Ayam, too. This result is consistent with the research results, which indicated a degree of stress among journalists at Al-Watan press more than their counterparts in other press; hence the journalists' of Al-Watan press suffering from fatigue is justified by the working conditions. As for the feeling of increasing job insecurity at Al Watan and Al Ayam press, it could be interpreted in the light of nationality as a large proportion of journalists and technicians at Al Ayam are non-Bahrainis. It is natural that these people have a feeling of job insecurity because of the laws and regulations governing work for non-Bahrainis.

### **Conclusion:**

In the light of dealing with the journalist's vocational relationship with the press at which he/she works from the perspective of stress at the work environment, the result which the researcher adopts, namely, the importance of creating an appropriate environment for the human element (the journalist) while carrying out the responsibilities assigned to him/her (at the press). In this context, stress emerges as an impediment for productivity; this requires press institutions to exert more effort to reduce it to the lowest possible degree. As mentioned in the writings and studies of many of those interested in this topic, the factors which help to achieve this are confined to the clarity of the job roles (work requirements), appropriate job burden, non-conflicting roles, clarity of responsibilities, social support and the appropriate work environment regarding physical aspects, participation in decisions, dealing with highly educated individuals and financial return that fits adequately with the requirements of life nowadays. Attempts of a

scientific methodology that aim to identify various aspects of journalistic work environments should be characterized by continuity and by employing methods to match the pre-defined study objectives even if unusual methods are required; these methods can be classified under positional researches that focus on dealing with the specific work positions, and positive solutions to the problems they face.

Inputs represented by time, effort and money, which communities invested in individuals to prepare them for different responsibilities, justify the growing interest in the journalists at their work environments to ensure a return which commensurate with the inputs reflected positively in the services the readers received from press we dealt with in this study. The researcher considers this study as a prelude for further efforts to shed more light on the relationship between journalists and work environments.

### **Recommendations:**

1. Showing interest in the journalistic work environment, and creating the best working climate, especially in Bahrain.
2. Focusing on the humanitarian and social aspects within press institutions as they have positive impact on professional performance.
3. Studying the Bahraini case in the Gulf Cooperation Council (GCC) region as it is the only country where newspapers belong to private rather than government institutions, and investigating the impact of this fact on the Bahraini information scene.
- 4 studying the administrative side of the Bahraini press establishments and the impact of which on the newspapers professional performance.

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**Table No. 1: Shows the study sample distribution according to newspaper**

| <b>Newspaper</b>  | <b>Al-Ayam</b> | <b>Al-Watan,</b> | <b>Al Wasat,</b> | <b>Al Bilad</b> |
|-------------------|----------------|------------------|------------------|-----------------|
| <b>Number</b>     | <b>62</b>      | <b>59</b>        | <b>57</b>        | <b>52</b>       |
| <b>Percentage</b> | <b>27%</b>     | <b>25.6%</b>     | <b>24.8%</b>     | <b>22.6%</b>    |

**Table No. (2) Shows means and standard deviations for the degree of pressure at each newspaper**

| <b>Newspaper</b> | <b>Means</b> | <b>Standard Deviation</b> |
|------------------|--------------|---------------------------|
| <b>AL Ayam</b>   | <b>2.838</b> | <b>1.239</b>              |
| <b>Al Watan</b>  | <b>3.179</b> | <b>1.66</b>               |
| <b>Al Wast</b>   | <b>2.476</b> | <b>829</b>                |
| <b>Al Bilad</b>  | <b>2.974</b> | <b>747</b>                |

**Table (3): shows a summary of the results of one-way analysis of variance to the degree of pressure in the four newspapers**

| <b>Source of Variance</b>       | <b>Square Groups</b> | <b>Square Means</b> | <b>F. Value</b> | <b>Level of Significance</b> |
|---------------------------------|----------------------|---------------------|-----------------|------------------------------|
| <b>Between Papers ( Groups)</b> | <b>6.489</b>         | <b>6.988</b>        | <b>20.960</b>   | <b>00.05</b>                 |
| <b>Within papers ( Groups)</b>  | <b>-</b>             | <b>1.076</b>        | <b>900.306</b>  | <b>-</b>                     |
| <b>Total</b>                    | <b>-</b>             | <b>-</b>            | <b>327.865</b>  | <b>-</b>                     |

Third, results of the one-way analysis of variance in table (3) indicate that statistically significant differences are confined between Al-Watan newspaper, and Al Wasat, despite differences in means between the four professions as shown in the former table No. (2)

**Table (4) Shows means, value of F and the significant statistical differences between newspapers in the light of the nine domains**

| <b>Newspaper</b> | <b>Al-Ayam</b> | <b>Al-Watan,</b> | <b>Al-Wasat,</b> | <b>Al Bilad</b> | <b>F. Value</b> | <b>Differences between Newspapers</b> |
|------------------|----------------|------------------|------------------|-----------------|-----------------|---------------------------------------|
| <b>Domains</b>   |                |                  |                  |                 |                 |                                       |
| <b>1</b>         | <b>2.521</b>   | <b>2.700</b>     | <b>2.643</b>     | <b>2,841</b>    | <b>482</b>      | <b>Al Watan x AL Ayam</b>             |
| <b>2</b>         | <b>2.158</b>   | <b>2.622</b>     | <b>1.724</b>     | <b>1,978</b>    | <b>7,193</b>    | <b>Al-Watan x Al Wasat</b>            |
| <b>3</b>         | <b>2.584</b>   | <b>2.621</b>     | <b>1.819</b>     | <b>2.747</b>    | <b>5.173</b>    | <b>Al Wasat x AL Ayam</b>             |
| <b>4</b>         | <b>3.030</b>   | <b>3.252</b>     | <b>2.338</b>     | <b>2.906</b>    | <b>90.761</b>   | <b>Al Wasat x Al Watan</b>            |
| <b>5</b>         | <b>2.926</b>   | <b>3.209</b>     | <b>2.162</b>     | <b>2.700</b>    | <b>6.323</b>    | <b>Al Wasat x Al Bilad</b>            |
| <b>6</b>         | <b>3.577</b>   | <b>3,913</b>     | <b>2.753</b>     | <b>3.085</b>    | <b>9.133</b>    | <b>Al Wasat x Al Watan</b>            |
| <b>7</b>         | <b>2,747</b>   | <b>3.108</b>     | <b>2.583</b>     | <b>3.230</b>    | <b>3.070</b>    | <b>Al Wasat x AL Ayam</b>             |
| <b>8</b>         | <b>2.342</b>   | <b>2.805</b>     | <b>2.435</b>     | <b>2.717</b>    | <b>2.372</b>    | <b>Al Watan x Al Bilad</b>            |
| <b>9</b>         | <b>3.786</b>   | <b>3.634</b>     | <b>4.050</b>     | <b>4.069</b>    | <b>3.065</b>    | <b>Al Bilad x Al Watan</b>            |
|                  | <b>2.838</b>   | <b>3.179</b>     | <b>2.479</b>     | <b>2.974</b>    | <b>6.389</b>    | <b>Al Wasat x Al Watan</b>            |

**Table (5) shows the results of analysis of variance for the degree of pressure in the four daily newspapers in light of professional experience**

| <b>Newspaper</b> | <b>Means ( Professional experience)</b> |                   |                           | <b>Value of F</b> | <b>Significant Differences</b> |
|------------------|---|-------------------|---------------------------|-------------------|--------------------------------|
|                  | <i>Less than 5 years</i>                | <i>5- 9 years</i> | <i>More than 10 years</i> |                   |                                |
| <b>AL Ayam</b>   | <b>2.296</b>                            | <b>2.972</b>      | <b>2.717</b>              | <b>4.324</b>      | <b>2×3*</b>                    |
| <b>Al Watan</b>  | <b>2.310</b>                            | <b>3.206</b>      | <b>3.061</b>              | <b>5.761</b>      |                                |
| <b>Al Wasat</b>  | <b>2.673</b>                            | <b>2.701</b>      | <b>2.251</b>              | <b>2.262</b>      |                                |
| <b>Al Bilad</b>  | <b>2.947</b>                            | <b>3.114</b>      | <b>2.574</b>              | <b>4.613</b>      |                                |

*\* Significant differences between the category of professional experience (2) and the category of professional experience (3)*

**Table (6) shows means, standard deviations and T values which show differences in every newspaper in the light nationality, marital status and gender.**

| <b>News paper</b>   | <b>AL Ayam</b> |                            |                 | <b>Al Watan</b> |                            |                 | <b>Al Wasat</b> |                            |                 | <b>Al Bilad</b> |                            |                 |
|---------------------|----------------|----------------------------|-----------------|-----------------|----------------------------|-----------------|-----------------|----------------------------|-----------------|-----------------|----------------------------|-----------------|
| <b>Variables</b>    | <b>Mean</b>    | <b>Standard. Deviation</b> | <b>T. value</b> | <b>Mean</b>     | <b>Standard. Deviation</b> | <b>T. value</b> | <b>Mean</b>     | <b>Standard. Deviation</b> | <b>T. value</b> | <b>Mean</b>     | <b>Standard. Deviation</b> | <b>T. value</b> |
| <b>Bahraini</b>     | 3.3            | 1.36                       | 1.0             | 4.0             | .00                        | .8              | 2.99            | .79                        | *4.9            | 3.00            | .763                       | .078            |
| <b>Non-Bahraini</b> | 2.7            | 1.23                       |                 | 3.1             | 1.06                       |                 | 2.09            | .62                        |                 | 2.57            | .28                        |                 |
| <b>Married</b>      | 2.8            | 1.25                       | .14             | 3.1             | 1.14                       | .0              | 2.37            | .81                        | 1.64            | 2.94            | .69                        | .36             |
| <b>Unmarried</b>    | 1.7            | 1.38                       |                 | .19             | .95                        |                 | 2.76            | .83                        |                 | 3.048           | .90                        | 0.36            |
| <b>Male</b>         | 2.9            | 1.25                       | 1.0             | 3.3             | .94                        | .8              | 2.15            | .69                        | *2.1            | 3.66            | .00                        |                 |
| <b>Female</b>       | 2.0            | 1.66                       |                 | 3.1             | 1.08                       |                 | 2.62            | .852                       |                 | 2.95            | .74                        | .94             |

*\*Significant at .05*

**Table (7): shows number and percentage of symptoms frequency and the newspapers that most represent them**

| <b>Variable</b>                    | <b>Number</b> | <b>Percentage</b> | <b>Most representing Newspapers</b> |
|------------------------------------|---------------|-------------------|-------------------------------------|
| <b>A feeling of Fatigue</b>        | <b>102</b>    | <b>22.4</b>       | <b>A Watan</b>                      |
| <b>A feeling of Job Insecurity</b> | <b>92</b>     | <b>20.2</b>       | <b>Al Watan-Al Ayam</b>             |